

Purpose

The Developmental Disabilities Administration (DDA) uses The Mandt System® as the approved behavioral support training program. This program meets the requirements of [COMAR 10.22.10.04](#) as it addresses clinically appropriate methodologies to prevent, de-escalate, and if necessary, physically intervene when the individual's behavior poses a threat of harm to themselves or others.

What are the Training Requirements?

- In accordance with DDA requirements, all Direct Support Professionals (DSP) must complete some or all of The Mandt System® requirements annually in order to work with individuals with developmental disabilities. These requirements are detailed below:
 - **Chapters 1-3:** These chapters satisfy the basic requirements of all DSPs to comply with the [COMAR 10.22.10.04](#) requirements of *Communication Skills, Supporting Individuals and Families in making choices and Principles of Behavior Change*. These trainings can be conducted virtually or in person.
 - **Chapters 4-6:** These chapters are not required. They are optional as the DDA has replaced them with the required training on Trauma Informed Care and Positive Behavior Supports.
 - **Chapter 7 and 8:** These chapters are conducted only in person and are required for DSPs who are supporting an individual(s) who need escorts and physical assistance as well as for DSPs who require training on how to escape from bites, hair pulls, and choke holds.
 - **Chapter 9:** This chapter is required only for those DSPs supporting individuals with restrictive physical interventions. This chapter reviews how to restrain an individual if there is an immediate crisis that presents risks of harm to the individual or someone else if not prevented.
- The DDA does not expect CEOs or senior management staff to be Mandt certified unless they provide direct support services or have the potential to provide direct support services.

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- In a memo issued in October 2018 from Deputy Secretary Simons, it was recommended that leadership and clinical staff be trained first. The rationale for this recommendation was two-fold. First, leadership should have an understanding of philosophies of The Mandt System® and the importance of developing a relationship based approach when interacting with individuals with intellectual and developmental disabilities. Second, clinical staff needed to revise behavior plans from their former behavior support training program language to Mandt System® language.

When are Training Opportunities?

- The Mandt System® sponsors training throughout each calendar year. These trainings include Train the Trainer sessions, which require a bi-annual certification to maintain their certification status. Providers can access these trainings directly through The Mandt System® website at <https://events.mandtsystem.com/>.

Is there Training Cost Reimbursement?

- Until we transition into the new rates, the DDA will reimburse providers for staff fees for the Train the Trainer sessions on the The Mandt System® at a cost of \$1,655.00 per staff who complete the course. Providers seeking reimbursement should contact Dr. Meg DePasquale, DDA's Director of Clinical Services at meg.depasquale@maryland.gov. All requests for Train the Trainer reimbursement should be made in advance of training and must include the following information:
 - Name of agency;
 - Number of employees that need to be trained;
 - Number of trainers currently on staff (Full/Part Time); and
 - Number of requested trainers (Full/Part Time).
- Reimbursement from the DDA, following approval, requires submission of a copy of the trainers' certification of completion and an invoice from the provider to Dr. Meg DePasquale at meg.depasquale@mayland.gov.
 - To sign up a staff member for the Train the Trainer series with The Mandt System®, you must:
 1. Go to The Mandt System® website at <https://www.mandtsystem.com>
 2. Go to in-person training and click on find a class
 3. Scroll down and enter the state and highlight RCT training
 4. Identify and select sessions that have openings
- If you are interested in taking Train the Trainer through e-learning, you should contact The Mandt System® customer service to assist with registration at 1-800-810-0755.

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- For additional information, support and guidance please contact Dr. Meg DePasquale at meg.depasquale@maryland.gov.

Additional Information

- [Behavioral Support Services Policy](#)
- [Family Supports Waiver](#)
- [Community Supports Waiver](#)
- [Community Pathways Waiver](#)

Please note, this At a Glance guidance document is an overview of DDA Mandt System® key requirements. The requirements set forth in this document are not exhaustive. Participants and DDA Providers are responsible for complying with all applicable requirements set forth in the federally approved Waiver and applicable laws, regulations, and policies.

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